

A few worried about the amount of work that would be required, or were concerned about the possibility they would be required to teach outside their area of expertise. One mentioned her dislike of academic politics. The answers current faculty gave to this question are summarized in Table 3.

Table 3. Initial “Push” Factors for Current Faculty

At the point when you first considered a career in nursing education, what were the reasons that the faculty role did not appeal to you at that time?	Frequency	Percent
There were no negatives at the time	27	36.0
Faculty salary was substantially lower than clinical practice and inadequate for the demanding work	24	32.0
I lacked some of the skills required by the educator role	21	28.0
I worried about the academic workload	4	5.3
I feared losing my clinical expertise if I became a nurse educator	4	5.3
I disliked the possibility of academic politics	1	1.3

Current faculty members were also asked to name the elements of the faculty role that do not appeal to them today. Their answers have been organized into eight major themes. The dominant theme for current faculty is their workload. The specific elements of the workload went beyond the number of hours to include frustrations with the amount of non-teaching activities – particularly committee work.

“The job never ends. There is always something to do, lectures to prepare and papers to grade. Oftentimes after hours and at home are the only places to do his. Oh, I almost forgot the many emails and phone calls that must be returned.”

“Increasing workload demands on faculty by college administrators to justify grant spending; poor retention rates and college initiatives that at the end of the day have little to do with educating nurses.”

“I am seriously considering leaving because of the time demands. I am tired of my home and family having to come second 9 months of the year. A lot of changes will need to be made with CIP and NLN accreditation and there has been no indication that high level administration at my school will reduce any teaching demands to compensate for this.”

“Curriculum work- I enjoy planning and having a part in the curriculum planning but again I feel there is added work due to not having a full time curriculum coordinator.”

“Not knowing what my schedule will be like from semester to semester.”

The issue of salary remained an issue with current faculty – apparently not enough to keep them from entering the field, but it continues to exist as a dissatisfier.